

From  
Devi Soumyaja  
Assistant Professor  
SMS, CUSAT

To

The Registrar  
CUSAT

Through: Director, SMS

Sir

Sub. Submission of RUSA 2 funded faculty exchange program

With reference to UO No.CUSAT/AD(D).D3/4700/2024 dated 2/11/2024 I had undertaken Faculty Exchange Programme under the Promotion & Innovation Scheme of CUSAT-EI Hub, CUSATECH Foundation with the financial assistance from RUSA 2.0 funds, at University of Angers, France, during the period from 03.11.2024 to 29.11.2024, 'on duty'.

I hereby submit a detailed report of my visit for your kind perusal and acceptance.

Thanking you

Yours faithfully

Devi Soumyaja

Kochi  
12/12/2024

**Dr. Devi Soumyaja**  
Assistant Professor  
School of Management Studies  
Cochin University of  
Science and Technology  
Kochi - 682 022, Kerala

Agusthoran  
Forwarded for m.a.  
Mrs. Kallathay.

## **Details of Host university and contact person**

Dr. Gwenaëlle Grefe-Moreau  
Director of the Hospitality, Events and Catering Department / Director of the Hospitality, Events  
and Catering Department - Human Resources Management - GRANEM  
University of Angers, Angers, France

**Days of Visit:** 4th November 2024- 28th November 2024

## **Proposed research collaborations**

### **1. Prosocial rule breaking behaviour in the hospitality sector- A cross cultural comparison between Indian and France**

Anne SACHET-MILLIAT -Full Professor in HRM, Organizational Behavior and Business Ethics  
and Gwenaëlle GREFE-MOREAU- Associate Professor in Human Resources Management

Morrison (2006) , defined the concept of PSRB as “any instance where an employee intentionally violates a formal organizational policy, regulation, or prohibition with the primary intention of promoting the welfare of the organization or one of its stakeholders”

The proposed timeline:

Review of literature- June 2025

Research questions and interview schedule- July 2025

Data collection-August-September 2025

Transcribing and analysis-October 2025

### **2. Workplace bullying in the hospitality sector: A multi-cultural study (France, India and Spain)**

Thomas APCHAIN, Associate Professor,  
Thibaud SZPYRKA, Post doctoral fellow

Though workplace bullying has been reported in several industry sectors, literature has indicated that restaurant sector hosts a substantial amount of workplace bullying, and that this behavior negatively impacts job satisfaction, organizational commitment, and employee creativity; bullying has also been found to lead to greater levels of burnout and intention to turnover ( Mathieson et al., 2008, Kitterlin et al., 2016; Smith et al., 2021).

To develop a research proposal and apply for grants by January 2025

### **3. Depersonalized bullying in the hospitality sector**

Dr. Yara Altar, ESTHUA National Institute of Tourism

The often uncomfortable work environment, especially in a kitchen setting (i.e., hot, noisy, and cramped), antisocial working hours, low employee wages, sudden high pressure, and conflicting interests among front and back of house employees are some of the reasons for high prevalence of workplace bullying in the food service industry (Mathisen et al., 2008; Pratten, 2003). Unfortunately, workplace bullying is not just accepted but expected as a norm in the culture of the food and beverage workplace and even valued as a necessary tool in the kitchen environment (Bloisi & Hoel, 2008). Thus it can be proposed that the workplace bullying experiences in the food service industry can be considered as depersonalized bullying.

To start working on this project by June 2025

#### **4. Workplace harassment in academia- Text analysis**

Anne Fablet Rogere

Human Resources Management, UFR Letters Languages and Human Sciences - LLSHTeaching  
Departments LLSH - DEP ENS LLSH Foreign Languages App.  
Human Resources Management

To explore the possibility of getting access to secondary data available with the harassment cell at  
University of Angers

#### **5. International relation and MoU**

Jerome Piriou

Lecturer in geography

Deputy Director for International Relations

University of Angers - ESTHUA National Institute of Tourism - INNTO



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